



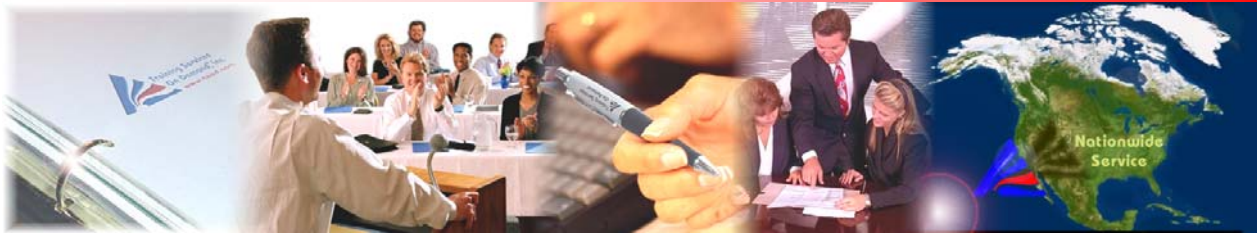
## **Onsite Workshops for Your Managers**

One- and two-day training programs to  
create a healthy leadership environment

***The Country's  
Most Respected  
Leadership Workshops***

*from*





## Team Leadership Training Programs

### Two-day workshops & one-day seminars...

TSOD's Team Leadership programs provide proven methods for successful people management. Participants receive a step-by-step plan for guiding employee teams toward success.

This workshop includes elements of Frank Whyte's acclaimed Team Building Workshops, expanding upon that foundation to help leaders:

- Recognize each employee's personality preferences and supervisory needs,
- Align their leadership style with those of their bosses, colleagues and subordinates,
- Develop competent and committed employees by truly mentoring and coaching their team,
- Schedule their management responsibilities to ensure that nothing is left to chance, and
- Use practiced, real-world scenarios to resolve challenges and remove barriers.

You'll find that this program pays for itself immediately: If only one supervisor receives the guidance they need to succeed within your organization, you'll save thousands of dollars in recruiting, training, and productivity costs.

## Programs at Your Location, to Benefit Your Team, Exclusively

Your supervisors, managers and executives should train as a team, working together to weave proven leadership best practices into your corporate culture. Your team is unique, your needs are unique, and your training should be unique. TSOD's onsite workshops offer the most effective and time-efficient method for adding benefit to your leadership practices.

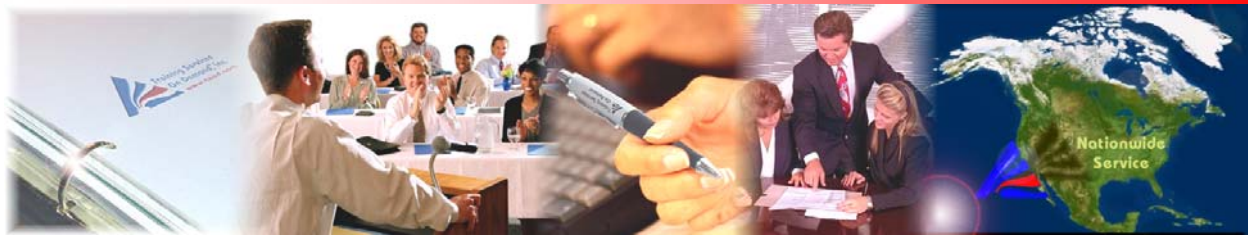


### Two-day Workshops . . .

. . . Feature a colorful session on team dynamics, using the MBTI® type indicator, as well an interactive series of small-group exercises on team traits, interpersonal communication, conflict, and professional relationships. These on-your-feet team activities upgrade and "make real" the leadership concepts introduced on the first day of the program (described below). Please note that this session requires participants' advance completion of the MBTI® assessment, and isn't available for scheduling on short notice.

### One-day Seminars . . .

. . . Introduce the most effective techniques for guiding teams, mentoring individuals, and validating the results. Participants learn how savvy leaders avoid a one-size-fits-all approach to leadership, and instead, manage their employees with a style that matches each employee's needs. This short course is designed for organizations in need of training, but lacking the days or dollars required for the two-day workshop.



## Effective Training, Guaranteed Reliability

TSOD Leadership Training programs are available at your location, for your team, anywhere in the United States. We'll provide instruction services and all course materials. We'll ask you to provide training space and, of course, participants.

You'll always benefit from our fully bundled tuition rates, which ensure that your costs are reasonable and predictable. We never add additional fees for instructor travel, expenses, participant materials, or anything else.

## Team Leadership Workshop: Day One

### Team Leadership Self Assessment

Through a written self-assessment and a guided discussion, participants will define the attributes of leadership. By the end of the session, the benefit of upcoming information will become clear. In addition, participants will have the opportunity to form conclusions about the leadership assets they hadn't considered previously, and to inventory their existing skill set. This self-assessment module provides a solid foundation from which to develop meaningful leadership skills.

### Team Leader Roles, Skills, and Attributes

This section uses guided discussions and small-group exercises to define the key skills of effective team leadership. Participants will discover how leadership methods can—and should—differ, depending upon employee needs. By the end of the section, participants will have defined their "natural" leadership style. In addition, they will be able to identify the complementary styles required to supervise employees with differing needs and divergent personalities.

### Assessing Employee Needs

Participants will learn proven methods for assessing the type and amount of leadership each employee needs at each stage of performance development. This "diagnosis" section ensures that managers avoid micro-management or under-supervision, either of which would prove counterproductive. By the end of this section, managers will be able to assess a given employee's skill level with a given task, and to define the type of supervision required.

### Applying Leadership Strategies

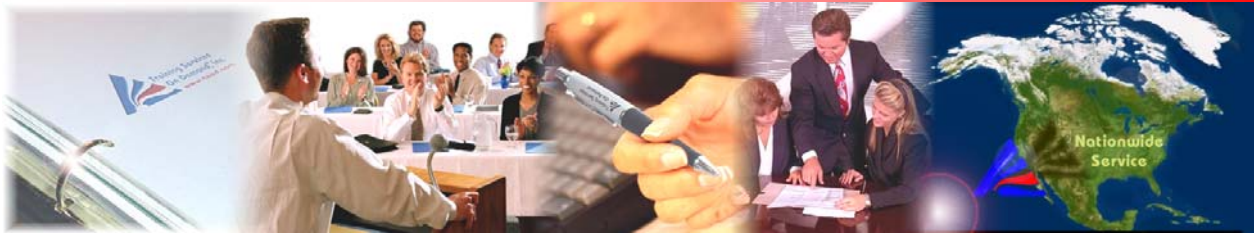
Building upon the previous section, participants will consider how their natural leadership style should be adapted to fit various circumstances. Using facilitator-led discussions and small-group exercises, participants will match their natural leadership styles to sample scenarios, ensuring their ability to apply appropriate leadership methods in common management settings.

### Creating Employee/Supervisor Partnerships

Participants learn the best practices associated with effective leader/member team relationships. Participants will decide how often to meet with their full team and individual team members. They'll use their new insights (about matching their methods to employee needs) as they craft full-team and one-on-one meeting agendas. Participants will graduate from this module with an effective game plan for monitoring and cultivating their team's progress.

### Applying Flexible Methods to Challenging Situations

In this section, participants will use case studies and sample situations to gain a very practical leadership perspective. Participants will work-through options and responses for challenging (but typical) management situations. By the end of the module, participants will have new insights on ethical, responsible, and appropriate leadership practices.



## Team Leadership Workshop: Day Two

### **Integrating Values and Personality Types (with MBTI® Assessment)**

This section uses a scientific assessment of each manager's workplace preferences to reveal potential sources of team conflict and opportunities for increased team effectiveness. This interactive session is non-judgmental, but uncommonly revealing: Participants will discover how and why different team members communicate, make decisions, organize their work, and assess new information in very different ways. When misunderstood, these interpersonal differences are the source of team friction. When leveraged, these differences prove amazingly beneficial. This training module requires participants' completion of the Myers-Briggs Type Indicator® (we provide) at least two weeks before the workshop.

### **Putting it All Together: Applied Leadership Lab**

This section allows participants to practice and polish their new leadership insights. Through facilitated small-group exercises, participants will deal with common leadership issues, and conduct practice one-on-one and team meetings. This challenging, fast-paced practice session ensures that team leaders will leave the workshop prepared to guide their employees using proven leadership methods.



## Work with a Uniquely Qualified Facilitation Team

TSOD's leadership skills facilitators include experienced corporate executives, Ph.D. organizational psychologists, and published behavioral science experts. We never hire freelance public speakers, so you'll never get stuck with the "instructor du jour."

You'll benefit from in-depth leadership insight, and of course, you'll enjoy TSOD's proven finesse in conducting interactive, results-oriented adult education programs.

## Schedule Your Workshop

TSOD Leadership Programs are conducted at your location, at your convenience, nationwide.

The full, two-day workshop is available for groups of eight to forty persons. Larger groups may be accommodated through multiple workshops.

The one-day short course is available for groups of ten or more participants.

To schedule your Leadership Program, contact us on 800-810-TSOD, or e-mail us at [tsod@tsod.com](mailto:tsod@tsod.com). We'll provide a Service Agreement by fax, getting you on the calendar on your preferred date.

**[When You're Ready to Schedule: www.tsod.com/express](http://www.tsod.com/express)**

**[Contact us by Phone or by Internet](#)**



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